

**COUNTY COUNCIL OF FREDERICK COUNTY  
MEETING MINUTES  
Tuesday, December 8, 2020**

Council Members M.C. Keegan-Ayer, President; Michael Blue, Vice-President, Jerry Donald, Kai Hagen, Jessica Fitzwater, Phil Dacey and Steve McKay were present for the meeting.

Also present were Ragen Cherney, Chief of Staff, County Council; Catherine Keller, Assistant County Attorney; Sarah Ambrosio, Recording Secretary; and Nancy Luna, Executive Assistant, County Council.

Council President M.C. Keegan-Ayer called the meeting to order at 5:30 p.m. virtually via video conference.

**Opening Statement from Council President M.C. Keegan-Ayer**

Good Evening and welcome to the virtual meeting of the Frederick County Council. Today is Tuesday, December 8, 2020, and it is a workshop day for the County Council.

The Frederick County Council is continuing to conduct our meetings on-line during this time.

Our meetings are televised on Frederick County Government Channel 19, on Frederick County Government's website: [www.FrederickCountyMD.Gov/FCGTV](http://www.FrederickCountyMD.Gov/FCGTV), and while we are meeting virtually, we will continue to use our software program which allows the public to watch and participate in our meetings. Please go to [www.frederickcountymd.gov/councilmeetings](http://www.frederickcountymd.gov/councilmeetings) in order to watch us on that format. You may listen to our meetings on your cell phone by dialing 855-925-2801, entering code 8365 and then pressing 1.

You may still send us comments via email at ([Councilmembers@frederickcountymd.gov](mailto:Councilmembers@frederickcountymd.gov)), or using our virtual format, you may call toll free 855-925-2801 and enter meeting code 8365 to listen to our meetings as I just explained, and to give public comment. I will be giving instructions for how to give public comment before each portion of our meeting when public comment will be received. As always, all comments received will be reflected in the minutes. Please remember that today is a workshop day and therefore all comments must be related to one of the items on our workshop agenda. If you have comments unrelated to our agenda today, you may email them to the Council or wait until next week when it will be a legislative day in which case you may give public comment on any issue.

As a reminder during these virtual meetings, I will periodically stop to allow the members to ask any questions in a round robin type fashion, calling the council members by name to make sure the public is aware of which member has the floor.

As a continued caution to our Council Members – Please be respectful of each other's time and wait to be recognized before you begin to speak. Remember the microphone

**COUNTY COUNCIL OF FREDERICK COUNTY  
MEETING MINUTES  
Tuesday, December 8, 2020**

issue and please limit your questions to one at a time. I will come back around as often as necessary until all questions are heard.

To begin our meeting, I will start with a roll call vote to determine a quorum. Just respond with “here”. Again, going in alphabetical order: CM Blue, Dacey, Donald, Fitzwater, Hagen, and McKay. A quorum having been established, we will begin our meeting.

The meeting began with a moment of silence followed by the Pledge of Allegiance.

**Scope of Work for the Compensation Review Commission**

Council members held a discussion on the Scope of Work for the Compensation Review Commission.

**County Executive**

- Consider what is reasonable and ethical given that the position is full time
- Consider what level of compensation is needed to attract and retain valuable, competent, and qualified persons for office
- Compare the salaries of County Executives across the state, considering the following items:
  - County population
  - Number of employees
  - Key differences in types of services or levels of services offered
  - Number of residents requiring services
  - Size of the annual budget
  - Cost of living
  - Differences in full time versus part time employment
  - Whether additional benefits are provided (including insurance, pension, retirement, etc.)
- Consider the scope of responsibilities and duties of the CE
- Consider the value of permitting annual increases in salary (annual percentage increase or increase tied to a metric, like Cost of Living)
- Consider whether other CE are permitted to engage in outside employment

**Council Members**

- Consider what is reasonable and ethical given that the position is part time
- Consider what level of compensation is needed to attract and retain valuable, competent, and qualified persons for office
- Compare the salaries of other similar positions in other jurisdictions in the state and region, considering the following items:
  - County population
  - Size of the annual budget

**COUNTY COUNCIL OF FREDERICK COUNTY  
MEETING MINUTES  
Tuesday, December 8, 2020**

- Cost of living
- Differences in full time versus part time employment
- Whether additional benefits are provided (including insurance, pension, retirement, etc.)
- Consider the number of work hours and work days on average needed to accomplish work duties and objectives
- Consider the scope of responsibilities and duties of the CM
- Consider the value of permitting annual increases in salary (annual percentage increase or increase tied to a metric, like Cost of Living)
- Consider whether outside employment is permitted

**Commission on Immigrant Affairs Legislation**

Council Member Jessica Fitzwater provided information to the Council on the Commission on Immigrant Affairs Legislation.

Council took a break from 6:50 p.m. to 7:00 p.m.

**Public Hearing:**

**Bill No. 20-17 – Frederick County Personnel Rules**

Council member Jessica Fitzwater, provided information on proposed Bill No. 20-17 – Frederick County Personnel Rules.

Public comment was heard from:

- None

**Public Comment was heard from:**

- Peter Brehme

**Adjourn**

The meeting adjourned at 7:10 p.m.

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M.C. Keegan-Ayer, President  
County Council